

Promising Approaches to Recruiting and Retaining Quality Child Welfare Workers

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Human Services Workforce Initiative



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At the end of the day, well written policies, creative program designs and powerful research findings will add up to very little if the people actually working with children and families are inexperienced, poorly prepared, overworked, or discouraged.

Focus

Beliefs

Front line staff in 5 “fields”

- Child welfare
- Juvenile justice
- Child care
- Youth development
- Employment services

- We cannot succeed at producing better outcomes for children without addressing the workforce.
- Improvements can and should be made, at both practice and policy levels.

The HSWI Challenge...



How can the human services
recruit, develop and retain a quality workforce?

How can system reform efforts assure
that front line staff have the knowledge, skills
and attitudes necessary to successfully work in
new ways?

The HSWI Matrix

	Data	Best Practice	Policy
Child Welfare			
Juvenile Justice			
Child Care			
Youth Development			
Employment Services			
Across fields			

Staging the Work

Immediately “Doable” Steps

- Manageable
- Relatively low cost
- High impact
- Contribute to more comprehensive strategies



More Comprehensive Strategies

- Longer term
- Building evidence
- Building partnerships
- Building resources

Data to Improve the Child Welfare Workforce

- Improving use of turnover data. *Turnover is a (the?) key indicator.*
- Connecting workforce data with child welfare practices and agency performance.
- Connecting workforce data with outcomes for children.



Best Practices for the Child Welfare Workforce

- Workforce Improvement Strategies:
 - Looking beyond training—It takes much more.
 - Creating new partnerships.
 - Developing tools and resources.

- Frontline Practice ↔ Workforce Practices
 - Identifying workforce strategies that make a difference in outcomes for children.
 - Embedding workforce improvement in child welfare performance/reform.

Policy Barriers and Supports

- Convening partners
- Building evidence with data and practices
- Increasing visibility of workforce issues and strategies
- Identifying and building on opportunities

What are 5 key steps that state and federal policymakers can take to improve the child welfare workforce?

www.cornerstones4kids.org

